



Leading Psychological Safety

Psychological safety at work describes an environment where people:

- feel comfortable sharing their thoughts, feelings and opinions
- speak up when others are not being treated fairly
- call out each other's unproductive behaviours
- feel comfortable sharing issues that are affecting their work
- look to share and learn from mistakes
- engage in productive conflict

This program provides people with the practical tools and techniques to lead, create and enhance this type of working environment. Leading psychological safety is everyone's business – whether you're a team member or a team leader it's everyone's responsibility to help enhance psychological safety, inclusion and trust among colleagues.

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**Game-changing for business.
Life-changing for people.**

In this **three-hour session** (in person or virtually) participants learn practical tools and techniques that will help:

- Assess the level of psychological safety that exists between and among team members and within the team
- Discuss with others what psychological safety is, why it's important and how it can be improved
- Facilitate authentic conversations that resolve issues and move people forward effectively.
- Build psychological safety, inclusion and trust among colleagues

One of the most powerful ways to make a positive difference to psychological safety is through the ability to facilitate authentic conversations effectively. Indeed, research shows that many people often delay having authentic conversations, or indeed avoid them altogether. Authentic conversations are often delayed or avoid because:

- People don't feel confident or capable in having them and overly worry about how others may respond
- Issues aren't always easy to quantify or articulately express
- They can cause discomfort and defensiveness which can threaten relationships
- They take considerable time to do well and people often feel too busy to devote enough time to them

Leading Psychological Safety gives participants the tools, techniques and practice opportunities to create more confidence in feeling capable of leading authentic conversations and facilitating psychological safety in the workplace.



Genos International. Genos specializes in developing emotionally intelligent workplace behaviors that drive psychological safety, leadership and well-being. Genos International has been repeatedly recognized by Training Industry in the USA as one of the Top 20 global Assessment and Evaluation companies.